

1 October 1951

PROPOSED SELECTION CRITERIA FOR CAREER SERVICE PROGRAM

The following employees would be eligible to participate in the Career Service Program, if they qualify with respect to each and all of the following particulars:

- (a) Staff Employee or Staff Agent Status.
- (b) Two years' continuous employment.
- (c) Rating of GS-5 or above.
- (d) Regular access to classified information.
- (e) Written signification of intent to make a career of service with CIA. ~~(see attached)~~
- (f) Successful passing of polygraph test.
- (g) After qualifying with respect to (a) through (f) the employee would be considered for participation in the Career Service Program by a Board of Review set up for the purpose within each Office or major component of CIA. Each Board of Review would determine whether assessment and whether any of several available tests would be applied to each employee. Those employees selected by the Office Board of Review would be certified, on suitable form, to the Director of Personnel and the Director of Training as qualified to participate in the Career Service Program.

The names of those employees, qualifying with respect to criteria (a) through (f), but not selected for participation in the Career Service Program according to procedure in (g) would be furnished to a central Board of Examination and Review. These employees would be thoroughly assessed, tested, and interviewed by the central Board which would then determine whether the local Board should be reversed. If the latter, the employee would be transferred and re-assigned to another office. If the decision of the local Board is upheld, the employee would be placed in probationary status or dismissed.

~~SECRET~~